U.S. Army Warrant Officer Recruiting Brief



As of 3 June 16





























Briefing Agenda

- Definition of a Warrant Officer
- Warrant Officer Recruiting Mission
- General Requirements
- Who We are Looking For
- Opportunities and Benefits
- Application and Processing
- Q & A















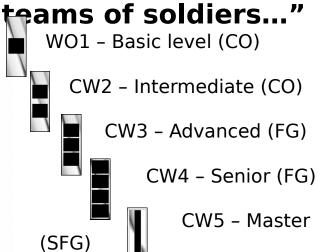




What is a Warrant

Officer?

"Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized































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- 1. US Citizenship (No Waiver)
- 2. General Technical (GT) Score of 110 or higher (No Waiver)
- 3. High School Graduate or have a GED (No Waiver)
- 4. FINAL Secret or Top Secret Security Clearance (No INTERIM; No Waiver)
- 5. Must Have ≥ 12 Months Remaining on Enlistment Contract (*Waiver Avail.)
- 6. Pass <u>Commissioning</u> Physical for Tech or <u>Flight</u> Physical for Aviators <u>(*Waiver Avail.)</u>
- 7. Age: Technicians < 46 yrs / Aviators < 33 yrs at time packet is boarded (*Waiver Avail.)
- 8. Active Federal Service: <12 yrs at time the DA61 is signed by applicant (*Waiver Avail.)
- 9. Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet

 ***WAIVERS ARE GRANTED ON A CASE-BY-CASE BASIS UNDER EXTRAORDINARY CIRCUMSTANCES AND

 Heights WOULD BACKWARD FLANDFORTHE SUBMISSION

 OF THEIR PACKET FROM THE 1ST DAY OF THEIR DESIRED BOARD, ADDING THE MAXIMUM PROCESSING TIME

 FOR EACH WAIVER***

























al Info

Technician

- 16 Branches
- 42 Specialties



- Usually SGT or higher
- Most require ALC
- of our website:

WWW.GOWARRANTNOW.COM



Aviator

- 1 Branch
- 1 Specialty *(153A)*
- Any MOS/Rank can Apply
- Qualifying SIFT Score (40+)



































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WO MOS MOS Description

Enlisted Army Feeder MOSs

120A Construction Engineering Tech

125DGeospatial Engineering Tech 12Y or 35F, 35G

131A Field Artillery Targeting Tech 11C,13B, D, F, M, P, R, T, 19D

140A Command and Control Systems Tech
140E Air and Missile Defense Tactician/Tech
14G, 14H, 14S
14E, H, T, 94S

150A Air Traffic Control 150

<u>150UTactical UAV Tech</u> <u>15E, 15W, or 11B,C,H,M, 12/13/18/19Series</u>

w/SUAS Instructor/Operator experience)

151A Aviation Maintenance Tech All CMF 15 MOS (Excluding 15P & 15Q)

153A Rotary Wing Aviator All MOSs

170A Cyber Operations Tech All MOSs (Preferred CMF 17/25/35 MOSs)

255A Information Services Tech All MOSs

255NNetwork Management Tech All MOSs

290A Electronic Warfare Tech 13F, 25B, 25E, 29E

350F All Sources Intelligence Tech 35F

<u>350GImagery Intelligence Tech</u> <u>35G</u>

351L Counterintelligence Collections Tech 35L

351M Human Intel Collection Tech 35M

352NTraffic Analysis Tech 35N, 35P

352S Non Morse Intercept Tech 35S

Historically Critical Mission Open to ALL MOSs















12H, K, N, P, R, Q, T, W

















WO MOS MOS Description **Enlisted Army Feeder MOSs**

353T Intel and Electronic Warfare Tech 35T

420A Human Resources Tech 42A/42F

74D 740ACBRN Tech

880A Marine Deck Officer 88K

881A Marine Engineer Officer 88L and 12P, w/ASI S2

882A Mobility Officer 88H, 88M, 88N 890AAmmunition Tech 89B, 89D

913AArmament Systems Maint Tech 91F, A, M, P, S

914A Allied Trades WO 91E

915A Automotive Maint Tech 91A, B, C, D, H, L, M, P, S, X

919A Engineer Equipment Maint Tech 91B, C, D, H, J, L, X

92Y, 68J 920A Property Accounting Tech

920B Supply Systems Tech 92A

92R 921AAirdrop Systems Tech

922A Food Service Tech 92G, 68M

92F, L, W **923A Petroleum Systems Tech**

948B Electronic Systems Maint Tech 94D, E, F, H, K, L, R, V, W, Y, & Z; 25S

948D Electronic Missile Systems Maint Tech 94A, M, P, S, T, & Z

Historically Critical Mission



























Who are We Looking For?









- Leaders
- **Self Confident**
- **Dependable**
- **Technically/Tactically Proficient**
- **Ethical and Moral**
- **Decision Makers**
- **Self-Sufficient**
- Mature
- Able to Grasp Complex **Problems**
- Mentally and Physically



































ities

- Small Elite Corps
 - 3% of the Army (Approx 15K in RA)
 - 21% of the Officer Corps
- Challenging Assignments
- Technical Training and Education
- Faster Promotion Potential
- Extended Career Path
- Perform Core Duties
 Longer





















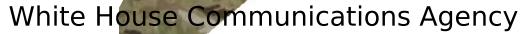








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White House Transportation Agency

White House/Congressional Fellowships









Instructor (WOBC/WOAC/WOCC)



Warrant Officer Recruiting Team

Pentagon and Department of the Army















































and

- Maintain G. Bill benefits
 - Maintain tuition
- assistance (TA) benefits
 - Degree Completion Program



Army Logistics University, VA

Naval Post Graduate
ool, MD

National Defense

Army Management Staff College, VA



















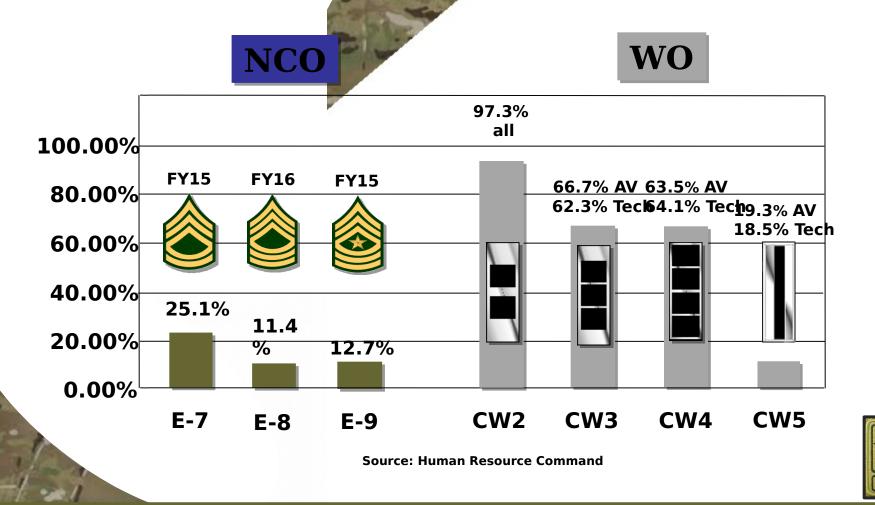




























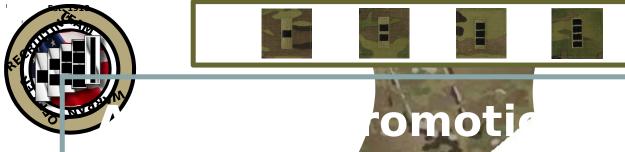


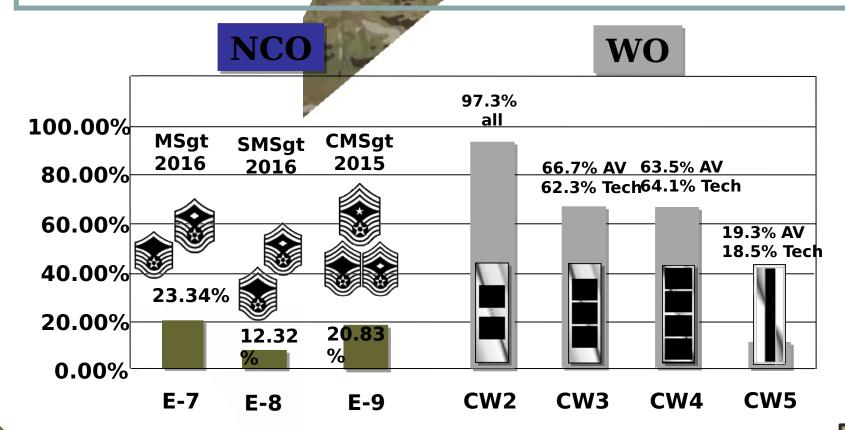












Source: myPERS/Human Resource Command























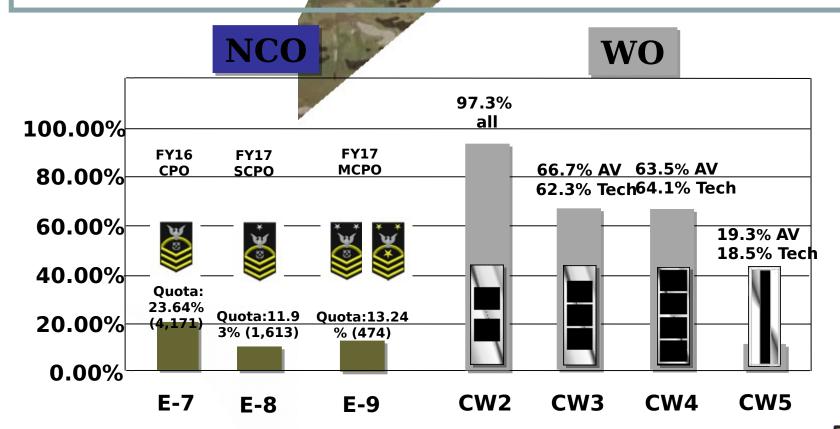








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Source: Navy Personnel Command/Human Resource Command















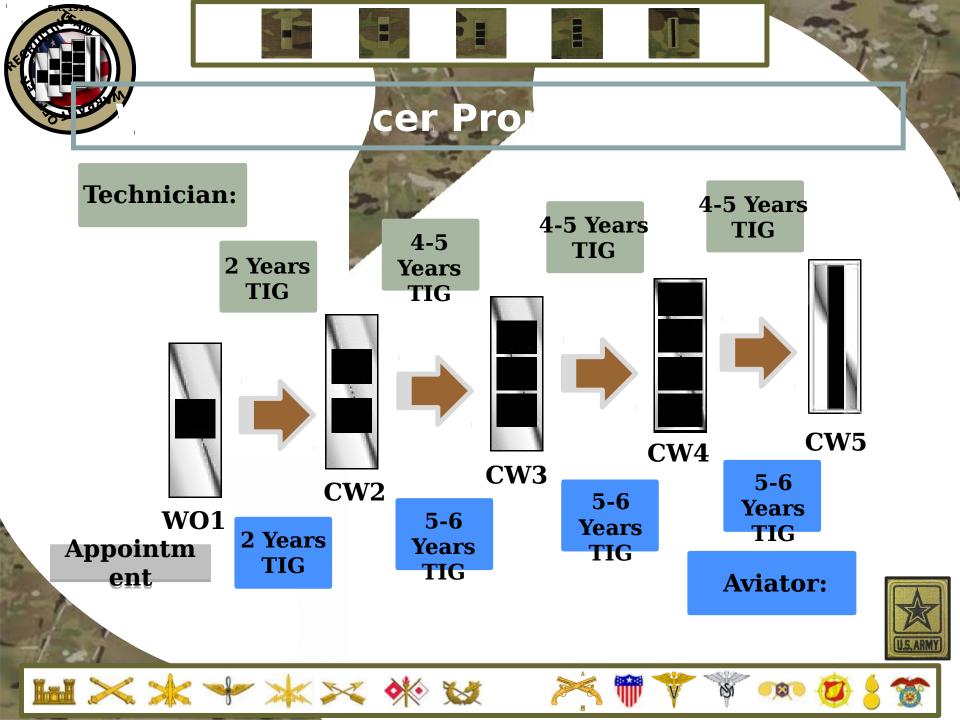


























Extended Career

Total Years Active Federal Service

30 Years

1SG (P) / MSG (P) and CSM/SGM

30 + Years of WO **SVC** *If Promotion

Gates Met / Age

20 **Years** SSG/SSG

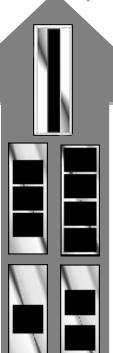
24 Years SFC/SFC













NCO RCPs IAW AD 2016-19























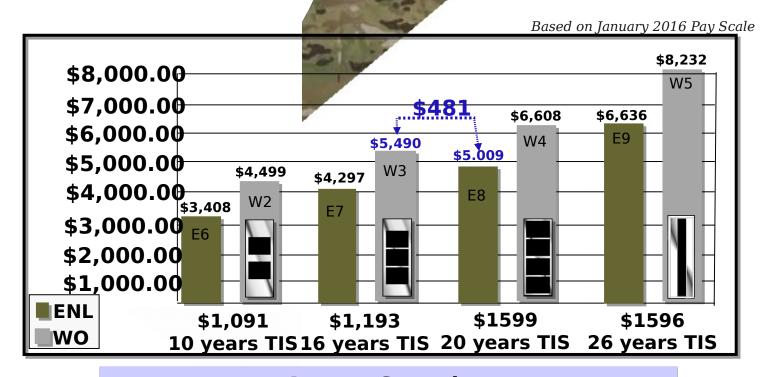








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Approx Snapshot
E-5 vs W1 at 6 years TIS = \$893 more
E-6 vs W1 at 8 years TIS = \$696
E-7 vs W1 at 10 years TIS = \$349





























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W3 20 \$3,035 (50%) E7 20 \$2,236 (50%)

W4 24 \$4,310 (60%) E8 24 \$3,214 (60%)

W5 30 \$6,483 (75%) E9 30 \$5,266 (75%)

Based on January 2016 Pay Scale

Source- http://www.dod.mil/cgi-bin/finalpayhigh3.pl



\$1095

\$1257





























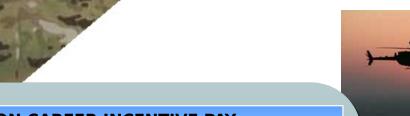












	AVIATION CAREER INCENTIVE PAY											
2 OR	OVE	OVE	OVE	OVE	OVE	OVE	OVE	OVE	OVE			
LESS	R 2	R 3	R 4	R 6	R 14	R 22	R 23	R 24	R 25			
\$12	\$15	\$18	\$20	\$65	\$84	\$84	\$84	\$84	\$84			
5	6	8	6	0	0	0	0	0	0			

CARLER ENLISTED I LIER INCENTIVE PAI										
4 OR LESS	OVER 4	OVER 8	OVER 14							
\$150	\$225	\$350	\$400							











































Selection Info

Warrant Officer MOS

Downloads

Inter-Service Guidance

FAQ's

Contact Us

Popular

Find Us On facebook

Applicant Info

Warrant Officer Recruiting **Briefings in Your Area**

Warrant Officer Selection Board/Packet Submision Schedule

Warrant Officer Selection Board Results

Check Your Warrant Officer **Application Status**

Warrant Officer Application Checklist Download

Warrant Officer MOS

Warrant Officer MOS List

Enlisted MOS Conversion List (Army)

Meet The Challenge... Become An Expert In Your Field

Warrant Officer Recruiting Mission

The Warrant Officer Recruiting Team is tasked with recruiting HIGHLY QUALIFIED in-service applicants who demonstrate character, competence, and commitment to serve as Joint and Combined Arms capable Army Warrant Officers who will maintain the Army capability overmatch required to "Win in a Complex World".

Warrant Officers are highly specialized experts and trainers in their career fields. By gaining progressive levels of expertise and leadership, these leaders provide valuable guidance to commanders and organizations in their specialty. Warrant Officers remain single-specialty. Officers with career tracks that progress within their field, unlike their Commissioned Officer counterparts who focus on increased levels of command and staff duty positions.

Hot Topics

News

Application Processing

Packet Submission

Tools

Waivers

Special Announcements:

 2 JUN 16 ****ATTENTION ALL 120A, 140A, 140E, 913A, 914A, 948D APPLICANTS****

Due to a shortage of applicants, these critical MOS's have been ADDED to the SEPT 2016 Selection Board. Applicants requiring waivers must backwards plan their submission accordingly to ensure they make the board. This is a once-in-a-career opportunity and your ability for selection is Extremely High!

www.gowarrantnow.com

































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to website t

Board Dates: 18-22 Jul 16

Packet Deadline 20 May 16

Corrections Deadline: 20 Jun 16

Updates Deadline:

4 Jul 16

125D 131A 140A/E 150A **150U

Jul-16

120A

151A 153A

311A 350F

350G 351L

351M 352N 352S

353T 920A 920B

921A 922A

923A 948B

948D

Sep 16

*120A *140A

*140E

255A

255N

882A

915A

*948D

150U

153A

180A

311A

420A

*913A

*914A

Board Dates:

12-16 Sep 16

Packet Deadline 22 Jul 16

Corrections Deadline:

15 Aug 16

Updates Deadline:

29 Aug 16

*Added due to critical shortages **Moved from May 16



































Board Date - 6 Davs Board Date - 30 Day Board Date - 14 Days

Board Dates	New Packet Deadline	Corrections Deadline	Updates Deadline
16-20 Nov 15	18-Sep-15	19-Oct-15	2-Nov-15
11-15 Jan 16	20-Nov-15	14-Dec-15	28-Dec-15
14-18 Mar 16	15-Jan-16	15-Feb-16	29-Feb-16
16-20 May 16	18-Mar-16	18-Apr-16	2-May-16
18-22 Jul 16	20-May-16	20-Jun-16	4-Jul-16
12-16 Sep 16	22-Jul-16	15-Aug-16	29-Aug-16

- Failure to meet the deadlines may delay an applicant's packet to a later selection board than desired
- Applicants who require waiver(s) must backwards plan packet submission deadlines IAW
 the guidance provided under the Hot Topics "Waivers" tab on the Warrant Officer
 Recruiting Website Home page





























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WAIVER	APPROVAL AUTHORITY	APPROX TURN AROUND TIME	NOTES
AGE	DA G1	4-6 Weeks	1
AFS	DA G1	4-6 Weeks	1
APFT	DA G3	4-8 Weeks	1,2,3,4,5
Moral	HRC/DA G1	2-6 Weeks	1,6
Prerequisite	Proponent	2-4 Weeks	1
Medical	USAREC G3	2-4 Weeks	7
Tattoo	DA G1	4-6 Weeks	1, 8

- 1. Example in Sample Application available at briefings or for download on our website.
- 2. DA Form 705 (APFT Score Card) must be included with application
- 3. BN CDR's LOR must state: "The applicant is physically capable of completing training and worldwide deployment"
- 4. Must have a Permanent Physical Profile
- 5. Permanent Physical Profile and physical must be dated within 12 Months
- 6. Must submit waiver with application.
- 7. Waiver request NOT prepared by the applicant
- 8. Wavier must include separation board proceedings indicating that the CDR retained the Soldier WAIVERS ARE REPROCESSED ONE-AT-A-TIME AND ARE NOT INCLUSIVE. APPLICANTS SHOULD BACKWARD PLAN FOR THE SUBMISSION OF THEIR PACKET FROM THE 1ST DAY OF THEIR DESIRED BOARD, ADDING THE MAXIMUM PROCESSING TIME FOR EACH WAIVER



















Branch	AFS (Submitted / Approved)	AFS Range for Approved Waivers	Age (Submitted / Approved)	Moral (Submitted / Approved)	APFT (Submitted / Approved)	Tattoo (Submitted / Approved)
ADA	8/7	12-17 yrs	100	4/4	1/1	
AG	1/1	13 yrs		3/3	2/2	
AV					3/0	
СМ	5/2	13 yrs		1/1		
CY						
EN	3/2	12-14 yrs		6/1		
EW	4/3	12-14 yrs		1/1	1/0	
FA	9/6	12-15 yrs		3/2		
JA	2/2	12 yrs		2/2		
MI	40/36	12-16 yrs		14/14	3/0	
MP	2/2	12 yrs	1/1	1/1		1/1
MS	4/4	12-15 yrs				
OD	43/30	12-14 yrs		12/12		
QM	37/24	12 yrs		10/10	4/0	
SC	8/7	12-16 yrs		13/9	2/0	
SF	18/17	12-15 yrs		11/11		
TC	13/10	12-16 yrs		6/6		
VC	2/0	12-16 yrs		1/1		



































!!!Download from our Website!!!

Board Packet

D. OGLEMBERTSr WO, CSM, & S-1 Review) 10. Security Memo

- 2. DA Form 61 (APFT w/in 6 mo's)
- 3. USAREC Form 3.3 (LOR)
- 4. USAREC Form 3.2 (Resume)
- 5. ERB/CDB
- 6. OMPF (10 Years of NCOERs and all **AERS** in order newest to oldest)
- 7. College Transcripts (Unofficial Accepted)
- 8. SIFT Score sheet (WOMOS 153A only)
- 9. Official DA Photo

Supporting

- 11. USAREC Form 3.1 (Comm. Physical)
- or DD Form 2808 (150A/153A Only)
- 12. DA Form 160-R
- 13. Statement of Understanding
- 14. USAREC 167/168 (Waivers)
- 15. DA Form 705 (APFT Score Card)
- 16. DA Form 3349 (Permanent Profile Sheet)
- 17. Conditional Release (DD Form 368 or DA Form 4187) (Reserves & Other Services)































Warrant Officer Ap	plication Checklist Opdated: 16 OC1 2015
Applicant Name (Last, First, M.I. /Rank):	
Board Packet: Copies should be neat in appearance–Sele documents should be single-sided in the following order: DA Form 61 (with valid HTMY and APFT statement sig. Company Commander Letter of Recommendation (or a Battalion Commander Letter of Recommendation (or an Group CCWO Letter of Recommendation - 180A Group CCWO Letter of Recommendation - 180A SNL Senior Warrant Officer Letter of Recommendation (CV Resume - USAREC Form 3.2 (ensure summary page is ERB or equivalent document (used to verify DOB, GT, Evaluations (All NCOERs (up to ten year's worth) an College Transcript(s): Official or Unofficial COPIES of Professional Certificates (i.e. Licenses/Certi SIFT Results (153A applicants must include a color quality p	gned by CO CDR in Block 41) applicable Company Grade UCMJ authority) uplicable Field Grade UCMJ authority) CONLY Y Y N3-CW5 for most MOS' – check MOS prerequisites) stilled in) AFS, and ETS) d all AERs (1059s) in order newest to oldest) ifficates issued to Engineers, Mechanics etc.)
— waiver required)	d by S2 or facility security manager) - expires after 24 months) -include whole physical if medical
DD Form 2808 with stamp from USAAMC, Ft. Rucker (medical waiver required) DA Form 160-R (ensure that you sign it and block 9a is DA Form 7434-Application for US Army Marine Certifica Re-enlistment/Extension documents -if required (ERB d	checked) ation (880A, 881A) loes not show 12 months remaining on current contract)
Statement of Understanding (a copy of this memo is on DD Form 388 Conditional Release -if required (if you an Conditional Resignation Memorandum (Army Commiss Conditional Release Memorandum from current Branch English credit document -if required (255A, 255N, 420A)	e NOT an active duty Army applicant) sioned Officer only) n (Army Commissioned Officer only) , 890A, 913A, 914A,915A, 919A, 948B, 948D)
Achilles Dagger Certificate or Level III qualified - 180/ DA 330 with at least a 1/1 language proficiency - 180/ REDD Report/GT Conversion (Air Force, Marine, Navy Body Fat Content Worksheet - If required (If you do no Tattoo Validation Waiver - If required (If you are not in 1	A ONLY ; and Coast Guard applicants) ot meet height/weight standards set in AR 600-9)
Tattoo (related) Separation Board Proceedings - if rec Moral waiver request -if required (as identified in blocks Age waiver request -if required (required if older than Prerequisite waiver request -if required (verify with MC AFS waiver request -if required (if you have more that APFT waiver request -if required (must include curren	nuired (indicating CDR retained Service Member) s 26 on DA Form 61) 33 AVN, 46 TECH by start date of your 1st board) NS on web site) n12 years AFS by date DA 61 is signed)
Remaining Hard Copy documents from OMPF not incl	
This section to be completed and authenticated by <u>Bal</u> I certify that service member is not flagged or barred and h applicable) are incompliance with AR 670-1 (dated 10 Apri Service member is eligible to apply for this program. CERTIFYING OFFICIAL (printed name and title):	ave verified that the service member's tattoos (if
SIGNATURE:	DATE:
	EMAIL:
Entire Packet administratively reviewed by unit CSM	ATURES ARE SEQUENTIAL
REVIEWER (printed name and title):	SIGNATURE:
— Entire Packet FINAL REVIEW by <u>recommending Set</u> REVIEWER (printed name and title):	
remember (printed righte and day).	SISHATORE.

Signatures are sequential:

- S1 NCOIC/OIC
 - √ Verifies not flagged/barred
 - √ Tattoos ICW AR 670-1 (Apr 201)
- CSM (or SEL for USAF/USN/USMC)
 - ✓ Administrative Review
- SWO who provides LOR
 - ✓ Final Packet Review













Applicants must send their packets as a PDF attachment via e-mail or by use of the Digital Sender (File size is restricted to

Check application status http://www.usarec.army.mil/hq/warrant/; allowing 7 = 10 business days for proce























DA Form 61

(***Refer to example application for example***)

		For	use of this t	form, s	ee AR	135-10	0, AR 14	5-1,	N FOR A AR 351-5 BY THE PRI	, and	AR 60	01-100; the	proponer	nt agen	ey is DCS	PER
AUTHOR	RITY:	Tidle 10	United States (Dode, S	ection 3	9012 (Title	s 5 United	State	Code, Sec	tion 5	52 a)					
PRINCIP	AL PURPOSE	: To obtain School.	n en appointme	ent es e	commis	ssioned or	warrant of	fficer	in the Regu	ler Arr	ny or A	rmy Reserve,	or to obtai	n select	ion to attend	the US Army Officer Candidate
ROUTIN	E USES:	Bazis for commiss	determination ioned/warrant	of quali officer o	ification or for se	s and bas election fo	kground in r attendans	forme	tion for elig the US Arm	ibility y Offic	ior cons er Can	sideration for didate School	appointme:	* ** * *	Regular Armi	or Army Reserve
DISCLOS	SURE	Disclosu	re of informatio	on reque	ested in	DA Form	61 is volun	ntary.	Failure to p	rovide	the rec	quired informa	tion will re	zult in n	on acceptab	lity of the application.
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USAR as	policents: If a	polying for a	specific Reser	ve vece	nev. ind	licate ON	LY the		\vdash							OSs. List MOSs in ord
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						_	_		rocessing	time be	cause	e propon	ents must review.			
	7. NAME (Lear, first, middle)(Explain variations from bi										8. GRADE	. 1.	- 000th	SECURITY NUMBER		
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	CA				Kenti					PHONE AND/OR AUTOVON NUMBER DSN 738-1111						
	CM		18. PERMAN			(Include	ZIP Code)			 CURRENT MAILING ADDRESS (If difference from Item 18) (Include ZIP 						
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rm 61

24. AR	E YOU NOW, OR HAVE YOU EVER BEEN A CONSCIENTIOUS OBJE	ECTOR?	YES	Б	đ NO (Fy	ez, ettech efficievit)				
25. 🗵	I UNDERSTAND THAT, IF I AM SELECTED FOR APPOINTMENT, I SARDLESS OF MY MARITAL STATUS AND/OR RESPONSIBILITY R PENDENTS SHOULD I BE REQUIRED TO PERFORM DUTY IN AN AF	WILL BE EXPE	TED TO				IN THE BEST INTER	EST OF THE	SERVICE	
26. HA'	PRIDERTY SHOULD SEE REQUIRED TO PERFORM SUTTING AN AR VE YOU EVER UNDER STHER MILTERY OR CIVILIAN LAV BE SENDED, INVESTIGATION OF STREET, AND AND AND AND AND SENDED, TO SENDED STREET, AND	EN INDICTED (REGARI DEPOSI	S ARE NO MONED I DLESS O IT BAIL O	N TO COU F THE RES IR COLLAT	TED. RT AS A DEFENDANT OF TRIAL, OR C ERAL FOR THE VIOLA	' IN A CRIMINAL PROC ONVICTED, FINED, IMI TION OF ANY LAW, P	EEDING (In- PRISONED, P OLICE REGUL	ACED O	Ki R
THE AFF	YES NO IF YES, ATTACH REQUEST FOR WAIVER US E COURT OR PLACE OF HEARING, AND THE PENALTY IMPOSED IDAVIT FORM AS TO THE OUTCOME OF EACH CASE.	TING THE DATE OR OTHER DIS	E, THE N POSITION	ATURE O	F EACH A	LLEGED OFFENSE OR ND FURNISH COPY OF	VIOLATION, THE NAI COURT ACTION OR DI	ME AND LOS STAILED STA	ATION (OF N
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31. HA	VE YOU EVER APPLIED AND NOT BEEN SELECTED FOR: ROT	ro [YES		M NO	b.	ocs YES	X NO		
	c. APPOINTMENT IN RESERVE COMPONENT (USAR/ARNS)		YES	NO		d. APPOINTMEN	T IN REGULAR ARMY		YES	NO
	ARRANT OFFICER			X		VARRANT OFFICER				X
	OMMISSIONED OFFICER NSWER IS "YES", EXPLAIN FULLY			I X	ASAC	COMMISSIONED OFFICE	ER .			×
32. AR	E YOU NOW OR HAVE YOU EVER BEEN IN THE MILITARY SERVIC **Symment** No	E OF OR BEEN	EMPLOY	ED BY A I	FOREIGN G	OVERNMENT (IF yez, g	ive dates, country and to	pe of service	er	
33. HA'	VE YOU EVER RESIGNED OR BEEN ASKED TO RESIGN IN LIEU OF Job Fullwigh or leaved, OR PLACED ON INACTIVE STATUS WHILE OSTITON WHILE IN PRIVATE OR GOVERNMENT EMPLOYMENT? # YES NO NO.	ELIMINATION P SERVING IN TH If yes, state circ	ROCEEDI E US AR umatensi	NGS; BEI MED FOF ea; if max	EN DISCHA CES; OR, F apaca is n	RGED IN LIEU OF EUI KAVE YOU EVER RESIGI equired, continue on sep	MINATION, FURLOUGH NED OR BEEN ASKED T neverte aheer).	ED (other th O RESIGN FR	MAT OM	

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F. PLACE IN WHICH	CURRENTLY LICENSED)							
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BB. HAVE YOU BEE		IS ARMY AS A DIE	TITIAN, OCCUPATIONAL OR F	HYSICAL THERAPIST? (IF yes,	give detec)				
39. ARMY ROTO (To be completed only by	prospective ROTC	graduates applying for appoint	ment in USAR or RAJ					
				ED AROTC PROGRAM AS FOLL	DWS				
COURSE	PROM	(Month and Year)	9	€.	CAMP TRAINING				
. BASIC			(1) INSTALLATION (B)	uie)		COMPLETION DATE (Manth, Year)			
b. ADVANCED			(2) INSTALLATION (A	dvenced/Renger)		COMPL	ETION DATE (Ma	nth, Year)	
40. MAIN CIVILIAN									
	RESS OF EMPLOYER		b. JOB TITLE				NONTH AND YEAR		
Kelly Tempor Grand Rapids	, MI 48722		Secretary/Typin	g		РВОМ 0292	TO 06	692	
	ES (Describe briefly) kept personnel f	files updated,	answered inquiries						
41. REMARKS (Exp	erience, proficiencies en	d apecial abilities no	of shown elsewhere in this app	lication. Those required to enter	primary entry speci	elties, see Pere 1-27	d,e, AR 601-100).	(If more	
	, ettech edditional sheet								
	Applicant's Nam n			consisting of pushups, and verified we					
	it standards acco	rding to AR	600-9.					-,	
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APF	T w/i	ın		JOHN	O DOE	DRs			
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В	oard				A	utho	rize	d	
			DATE	SIGNATURE OF APPLICANT	Н	ere	ONI	Y	
42. THE INFORM TO THE BEST	MATION CONTAINED HE OF MY KNOWLEDGE A	NO BELIEF.	Current Date	Applicant's Signatu					

USAPPC V2.00

Sister Service Applicants will have APFT graded by USA SFC (E7) or above





























Letters of Recommendation

- Valid for 12 months from the date signed by Recommender
- If NS on first board, you are not required to submit updated LORs for the 2nd board
- Letters of Recommendation required:
 - Current CO CDR/First Level of UCMJ Authority (Mandatory)
- acceptable for Joint Service Org (JSOC, WHCA, ect) See memo on bottom of downloads tab of WO
- Current BN CDR/Second Level of UCMJ Authority (Mandatory)
 - If you recently PCS'd, the LORs from previous CDRs/UCMJ authorities are valid for 60 days upon arrival at new assignment
- Senior Warrant Officer Letter of Recommendation (CW3 to CW5 -Mandatory for most WOMOSs; highly recommended for those that don't)
- USAREC Form 3.3 must be digitally signed and the recommenders Unit,
 Email, and Phone Number needs to be in the bottom of the narrative
- Unique Chains of Command provide explanation memo (Joint Activities/NCOAs)
- Note: If requesting an APFT Waiver, Second Level of UCMJ must state: "You are















Non-UCMJ LORs
acceptable for Joint
Service Org
(CENTCOM/SOCOM/JSO
C/ WHCA, ect) See
memo on bottom of
downloads tab of WO
website

Contact Info
is
MANDATORY

	ant Officer Procurement				
F	PRIVACY ACT STATEM	ENT			
AUTHORITY: Collection of this information is authorized by Title 1 PRINCIPAL PURPOSE: Information collected will be used by self ROUTINE USES: Slanker routine use disclosures as described in DISCLOSURE: Voluntary; however, failure to provide the informati	ection board members to AR 340-21, The Army P	determ rivacy P	ine qualifications of warra rogram, paragraph 3-2.	nt officer candidates.	
SECT	TION I - ADMINISTRATI	VE DAT	A		
NAME (Last, first, middle Initial):	2. SSN:		3. RANK:	4. DATE OF RANK:	
APPLICANT, Joe E.	111-22-3344		SGT	01 SEPTEMBER 2002	
S. UNIT, ORGANIZATION, STATION, 2IP CODE OR APO, MAJO! C DET 1-4 INF BATTALION FT ATTERBURY, KY 40121 (CENTCOM)	R COMMAND:	I am completing this form as the applicant's: Senior Warrant Officer Company Grade Officer Field Grade Officer Other Other (Specify)			
	RESENT .	8. RELA Intervi		IT (I.e., supervisor, Interviewer):	
(Write a narrative explaining t and special expertise that uniq		p qualitie			
NARRATIVE: 1. Letters should be should be 3 to 5 paragraphs with speand technical competence.	ecific, quantifiable c	ommen	its about the service i	nembers character and tactical	

You may use information from the service member's entire record, including comments about schools completed, assignments,

Generic flowery comments are not effective in communicating the service member's attributes to board members. If you can change the name of the person being recommended to someone else and the comments are not false, then the letter is probably too generic to

2. SGT Sample served with me during a year-long deployment to Balad, Izag 2004. During this time, I personally observed and worked with SGT Sample on several personnel surgeant fully capable of performing his administrative duties. SGT Sample worked tirelessly processing personnel actions for 849th Transportation Battalion, Ft Bragg NC. Those actions included; Joint Personnel Status Reporting (PERSTAIT, Casualty Operations, ID Tags, Fighter Management Pass Program (EMPP), legal processing and administrative advisor to both the Battalion and Company Commander.

 It is my absolute privilege to recommend SGT Sample for entry into the Warrant Officer Procurement Program as a Human Resources Technician (420A). I have reviewed SGT Sample's credentials and found his records very worthy for warrant officer candidacy. As a such, SGT Sample has earned my vote of confidence to compete for warrant officer selection.

Without question, SGT Sample superbly performed AG Wartime Functions in accordance with FM 12-6.

3. SGT Sample possesses the qualities of a self-starter and a leader. His mastery of warrior tasks and drills led to his selection as NCO of the Quarter. Further, he mentored a subordinate to compete and win 1st TSC's Solider of the Year competition. SGT Sample completed BNCO with a 974 GPA. He has received numerous valor and service awards for technical metri including the prestigious Bronzes Star. SGT Sample is active within the community and is not afraid to dialog regarding the issues of the day. He is a well-rounded, respected member of both the military and civilian community.

In conclusion, SGT Sample has a rare blend of technical and tactical proficiency as evident by his outstanding military career. For
this reason, I gladly recommend him for acceptance into the Warrant Officer Corps as a Human Resources Technician (420A)APPLICAD

SECTION III - DISCLAIMER										
Notice: I understand by submitting this recommendation I am endorsing this applicant to be boarded for warrant officer selection.										
	SECT	ION IV - SIGNATU	IRE							
NAME (Last, first, middle initial):	2. RANK:	3. BRANCH:	4. SIGNATURE:	5. DATE (YYYYMMDD):						
DOE, John O.	CW4	AG								

HQ USAREC Form 1936. Rev PREVIOUS EDITIONS ARE OBSOLETE

Sister Service
applicants can utilize
respective command
service letterhead;
hand-signatures are
authorized

Digitally Signed by UCMJ Authorities













communicate effectively to board members.

EXAMPLE WRITE-UP:





















SAREC F

WARRANT OFFICER RESUME

AUTHORITY: Collection of this information is authorized by Title 10, USC, Sections 503, 505, 508, 3013, and 12102 and Executive Order 9397 PRINCIPAL PURPOSE: Information collected will be used by selection board members to determine qualifications of warrant officer candidates ROUTINE USES: Blanket routine use disclosures as described in AR 340-21. The Army Privacy Program, paragraph 3-2. DISCLOSURE: Voluntary: however, fallure to provide the information may delay or terminate the warrant officer candidate's application pro-

SECTION I - ADMINISTRATIVE DATA SAMPLE Toe E 111-22-3333 SGT / E5

42A20P C DET 1-4 INF BATTALION, FT ATTERBURY, KY 40121 (CENTCOM) Joe.e.sample@us.army.mil

SECTION II - CIVILIAN EDUCATION (Include the highest degree level obtained, include your GPA, Dean's List, and any other special recognition.

BA Degree - Liberty University, (intended graduation May 2012), 108 credits completed, 3.2 GPA AA Degree - University of Phoenix, 1999 GPA 3.5, Dean's List

SECTION III - OBJECTIVE
(List all of the warrant officer MOSs to include 4-digit code and official title you are applying for in order of preference.)

153A - Rotary Wing Aviator

420A - Human Resources Technician

SECTION IV - MILITARY EXPERIENCE

SECTION IV - MILITANT EAPENDENCE.

(List in order from most recent to earliest duty assignment or position. Be sure to mention any accomplishments, special recognition, or achievements that will illustrate to the board your potential for leadership as a warrant officer.

DATES (YYYMM): July 07 to Present ORGANIZATION: 95th Special Troops Battalion, Ft Carson, CO

OSITION TITLE: TITLE should match ERB or evaluation reports DUTIES (list below to include significant contributions

Accomplishment should appear in chronological order, by date, starting with the most current assignment. List ALL military assignments; especially those in an NCO position. Focus on quantifiable measurements of success that set you

apart by the unique characteristics of each assigned position. Write in clear, concise, and complete sentences - not in fragments or bullets. List outstanding achievements and additional duties while in position. Spell out terms that apply to your assignment especially buzzwords in you MOS, e.g. Prescribed Load List (PLL). Avoid the use of jargon, slang, and other types of informal terms. Focus on measurements of success. NOT just a job description, but how well you performed the job. Use NCOER/evaluation bullets as a "reference only", not as the actual written entry for the resume. Mention if you exceeded standards on a significant inspection/evaluation or leadership school. List deployments or make a separate assignment entry if deployment for several months.

DATES (YY/MM): June 05 to June 07 ORGANIZATION: HHC, IIId ACA, Ft Hood, TX

POSITION TITLE: PROMOTION SECTION NOOIC DUTIES (list below to include slonificant contributions

List service, impact, or achievement awards received during each assignment tenure. Significant contributions in major field training exercises e.g JMRC, JROTC, NTC may be listed. List career enhancement events such as Soldier/NCO of the month/quarter boards as well as Audie Murphy and similar enlisted club inductions. Again, focus on measurements of success NOT just a job description.

HQ USAREC Form 1935, Rev 1 Dec 2008

PREVIOUS EDITIONS ARE OBSOLETE

Write a paragraph or two explaining why you are fully qualified to perform the duties of a warrant officer in your field. This is a very important part of the resume. Make this a call to action, but do so without turning off the reader. Include all of your significant accomplishments/achievements (below-the-zone promotions, impact awards, noteworthy distinctions, deployments challenging assignments, unique skills in MOS, standards exceeded on a significant inspection/evaluation, etc). mentioned earlier and explain how you are exceptionally qualified and have the leadership, management and technical/tactical skills needed to become a WO Answer this question: What have you done or accomplished that sets you apart from your peers? (Additionally, aviator applicants should include why they want to be an Aviator.)

RESUMES WILL NOT BE PROCESSED WITHOUT THE APPLICANT'S SIGNATURE & DATE.

No other resume formats are acceptable beyond USAREC Form 1935. Therefore, do not go through a big expense by having external parities professionally prepare your resume. Simply follow the aforementioned guidelines and prepare the form yourself. If you are on-Army, the resume takes on increased importance in conveying your qualifications to become an Army Warrant Officer. PureEdge Form package may be utilized by visiting any Army Recruiting Station; USAREC forms may be obtain at http://www.usarec.armv.mil/im/formpub/Forms.htm

- -Why are you qualified to be an **Army Warrant Officer?**
- -Why are you qualified to be an Army Aviator, HR Technician, Logistician?
- -What will you contribute to the Army as a Warrant Officer?
- -Why do you want to be an Army Warrant Officer?

NAME (Last, first, middle initial) . DATE (YYYYMMDD): SAMPLE, Joe E. SGT/E-5



































Sheet

<u>AVN</u>

		2	REPORT	OF MEDICAL EXA	MINATION	1. DA	TE OF EXAMINAT
	If anything other than "QUALIFII you must submit ENTIRE physic		PRINCIPAL PURPOSES(members of the Armed F ROUTINE USES: None, DISCLOSURE: Voluntary	04, 505, 507, 532, 978, 1 8): To obtain medical data orces, The information will r; however, failure by an a Armed Forces member, fi	201, 1202, and 434 for determination of also be used for me-	16; and E,O. medical fitr dical boards he informati	ness for enlistment and separation of on may result in de
	(Date)	-	S. LAST NAME - FIRST N (SUFFIX)	AME - MIDDLE NAME	4. HOME ADDRESS	(Street, A	partment Number,
	MEMORANDUM FOR Commander, US Army Recruiting Command, ATTN: RCRO-SM, Fort Knox, KY 40121-2726	ς,			FT RUCKER, AL 8	8382	
	SUBJECT: Results of Medical Examination		6. GRADE W1		7. DATE OF BIRTH		8. AGE
	The results of a commissioning/aviation physical are furnished for the following individual:		11.TOTAL YEARS GOVE a. MILITARY b.	RNMENT SERVICE CIVILIAN	12. AGENCY (Non-	-Service M	lembers Only)
	a. (Rank) (Print or Type Last Name, First Name, MI)	-	14.a. RATING OR SPECIA		b. TOTAL FLYING		
	c. (55N) c. (Unix, Company, Duty Station) d. Physical Profile Code:	-	16.a. SERVICE Army Coast Guard Navy Marine Corps Air Force	b. COMPONENT Active Duty Reserve National Guard	O. PURPOSE OF E) Enlistment	Medical Re Retirement U.S. Servic	e Academy 🔽 Flig
	P U L H E S			N(Check each item in appro	priate column. Enter	Ner- Ab-	valuated) NE 44. Notes (De number b
	e. Height: Age:		17.Head, face, neck, and 18.Nose 19.Sinuses	scalp		@ C	C sheets if r
HIS IS DATE OF	PHYSICAL Physical Initiated on:		20.Mouth and throat	f ext. canals/Auditory acui	ty under item 71)	@ C	C DIG
	g. Physical completed on:(Date)		22.Drums (Perforation)		,	@ C	FORM ONL
	h. If Flight Physical, date approved from USAAMC:Stamped:			ecuity and refraction unde	r items 61 - 63)	@ C	153A -
	(Applicant must include page one showing stamp from Fort Rucker.) (1W,	14)	24,Ophthalmoscopic			@ C	Class 1
	i. Individual is Fully Qualified is NOT Fully Qualified.		25, Pupils (Equality and re-			@ 0	150A - A
			27. Heart (Thrust, size, the	ated parallel movements,	rystagmus)	6 0	Class IV
			28,Lungs and chest (Inclu			0.0	
			29, Vescular system/Verio			6 0	0
				orrholds, Fistulae) (prostat	e. if indicated)	e c	C
			31,Abdomen and viscere		i, ii zielestes,	0.0	C
	(Physician's Signature)		32,External genitalie/Geni			0.0	œ.
MUST	HAVE PHYSICIAN STAMP		33,Upper extremitie 34,Lower extremitie	DEPT OF THE		@ C	C
	NOTE: (1) 153A & 150A applicants must also include page one of DD Form 2808 with the applicable qualified stamp from USAAMC, Ft. Rucker, AL.	le	35.Feet /See item 3 36.Spine, other mui 37.Identifying body 38.Skin, lymphatics	20-OCT-2	015	0 C	
	(2) Any applicant applying for an APFT or medical waiver must include entire physical.		39.Neurologic 40.Psychiatric (Spec 41.Pelvic (Fernales CLA	QUALIFII		0 0	e e
	HQ USAREC Form 1932, 1 Jul 2005	V1.00	42.Endocrine 43.DENTAL DEFECTS AN	ID DISEASE (Please expla dentist. if den officer, explai	tai examination not do	ompleted b ne by denta	@ Normal Arc
The state of the s							

SOCIAL SECURITY NUMBER EMENT y result in delay or possible rejection of the individual's application to esult in the individual being placed in a non-deployable status, nt Number, City, State, and ZIP Code 6. HOME TELEPHONE NUMBER (Include Area Code) 9. SEX 10. RACE 18. ORGANIZATION UNIT AND UIC/CODE BC01-145TH o. LAST SIX MONTHS EXAMINING LOCATION AND ADDRESS Other (Specify) (Including ZIP Code) 01011 US ARMY AEROMEDICAL CENTER PHYSICAL EXAM SECTION LYSTER ARMY HOSPITAL, BLDG 301 FT RUCKER, AL 38382-5333 semy 🔽 Flight W Class RW, WOC Rucker student aviato DIGITAL RECTA STOOL GUIAC FORM ONLY REQUIRED FOR THE FOLLOWING APPLICANTS: 153A - Rotary Wing Aviator Class 1 Flight Physical 150A - Air Traffic and Space Management Technician Class IV Flying Duty Medical Examination (FDME)

https://vfso.rucker.amedd.army.mil/pls/aedrweb/aedrweb.f2808_print.s1?show_mode=STA... 1/6/2099

If anything other than "QUALIFIED", you must submit ENTIRE physical.































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DEPARTMENT OF THE ARMY (UNIT ORGANIZATION ADDRESS)

ATTENTION C

(Office Symbol)

(Date)

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Security Clearance Verification for (Last Name, First Name, Middle Initial)

- References:
 - a. AR 380-67, Personnel Security Program, 9 Sep 88.
- (Rank, Last Name, First Name, Middle Name, Social Security Number) was granted (Type of security clearance for example TS/SCI) eligibility on (date clearance was granted) by the Army Central Clearance Facility (CCF). (Rank Last Name) Ind a PPR closed on (date invertigation was closed)
- The point of contact for this memorandum is (Your \$2/ Security Manager's Name, Phone Number, and E-mail address).

S2/Security Manager's Signature block with Signature

FOR OFFICIAL USE ONLY
This document and personal information contained herein is protected by the <u>Privacy Act of 1974</u>,
Section 5 US. C ub 552a as a mended

APPLICATION FOR ACTIVE DUTY For use of this form, see AR 135-210; the proponent agency is DCS, G-1. DATA REQUIRED BY THE PRIVACY ACT OF 1974 AUTHORITY: Title 10 USC, 672(d), 10 USC 275. Used by Reserve Component soldiers to apply for active duty programs announced by HQDA. Application is reviewed to determine the member's eligibility for announced active duty requirements. PRINCIPAL PURPOSE: To determine qualifications and make final selection of individuals applying for active duty. Also used to schedule medical examinations, security screening and to issue active duty orders. ROUTINE USES: DISCLOSURE: Disclosure of personal information is mandatory for soldiers applying for active duty programs announced by SEE INSTRUCTIONS ON PAGE 2 BEFORE COMPLETING THIS FORM. 20110106 U.S. ARMY RECRUITING COMMAND, FORT KNOX, KY 40121 . FROM (Last, First, MI) 4a. PRESENT RESERVE GRADE 4b. RESERVE COMPONENT DOE, JOHN A. 4c. BRANCH a. MOS/AOC 35M30 6a. PERMANENT HOME ADDRESS (Include ZIP code ib. PHONE NO. (Include area ENTER YOUR HOME OF RECORD 502)765-6868 7a. TEMPORARY ADDRESS (Include ZIP code) b. DURATION c. PHONE NO. (include area 419A Nicholson Road Fort Hood, TX 76544 Oct 2011 (517)773-2527 Or Deployment Address ITEM 8 TO BE COMPLETED ONLY BY PERSONNEL CURRENTLY SERVING ON ACTIVE DUTY IN A WARRANT OFFICER OR ENLISTED STATUS. 8a. PRESENT ACTIVE DUTY GRADE 8b. ORGANIZATION AND STATION ASSIGNMENT HHC, III Corps, Fort Hood, TX 76544 nay be qualified for; and if accepted for active duty in another branch, I request transfer to that branch: (Check as appropriate) a. FOR A PERIOD OF 6 YEARS b. FOR AN INDEFINITE PERIOD o. OTHER BRANCHES (List in order of preference) 10. I understand that if accepted for active duty I may be assigned to any command, including an overseas command, to fill any Army-wide vacancy. However, I would like to be considered for one of the three duty assignments and areas of assignment listed below in the order of my choice. CHOICE NO. 1 a. DUTY ASSIGNMENT Fort Knox, KY h AREA ASSIGNMENT 1. If it is possible, I prefer to enter on active duty during one of the three periods indicated below in order of preference: PREFERENCE NO. 1 (Month and Year) PREFERENCE NO. 2 (Month and Year) ASAP ASAP 12. Upon receipt of active duty orders, I will require the time indicated below to settle my affairs for entry on active duty. (Check appropriate box) 60 DAYS 30 DAYS AVAILABLE ON DATE OF RECEIPT OF ORDERS 13. REMARKS (If more space is needed, continue on separate sheet) Include information you consider essential in making your assignment, i.e. enrolled in the Exceptional Family Member Program or Army Married Couples Program. 14. SIGNATURE OF APPLICANT Applicant's Signature





















DA FORM 160-R, JUL 2010



















DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Army Physical Fitness Test Waiver

Mitigating circumstances:

- $1. \, State the type of profile to include your complete PULHES, the event(s) that you can no longer take, and what alternate event(s) your are allowed to take.$
- Give a detailed explanation why you believe this exception to policy should be approved in your case. Give an
 explanation of events that led up to the injury and how it happened. Explain your future expectations of your physical
 condition (i.e. come off profile after rehab, re-emist, etc...).

NOTE: LEAVE PARAGRAPH 3 AS IS VERBATIM

3. I fully understand that applying for this waiver does not constitute an automatic approval. I further understand that I must be fully mission deployable in the Warrant Officer Specialty in which I am applying.

Self-Signed

(SIGNATURE (FULL NAME (RANK)

- *Describe detailed extraordinary circumstances surrounding injury/condition and/or recovery process.
- *Must include supporting documentation that reflects extraordinary circumstances surrounding injury/condition and/or recovery process stated in paragraph 2 above.
- *Examples of documentation include but are not limited to Entire Physical, Line Of Duty, Personal Knowledge Statements, Medical documentation demonstrating extraordinary recovery efforts

Unit Letterhead



Office Symbol

ATTENTION OF

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Statement of Understanding

- 1. I understand that if I am appointed as a warrant officer in the U.S. Army Reserves with concurrent active duty, that this appointment is contingent upon technical and facilital certification by successful completion of the appropriate warrant officer basic course unless I have been pre-certified by the warrant officer military occupational specialty (WOMOS) proponent. I understand that my application packs, to include all enclosures, may be converted to an electronic file and made available for review by qualifying officials at WOMOS proponent schools, Headquarters, Department of the Army, and other locations in order to determine my qualifications and competitive standing for appointment as a warrant officer.
- 2. I further, understand that if I am appointed as a warrant officer in the U.S. Army Reserves without concurrent that this appointment is contingent upon technical and tactical certification by successful completion of the appropriate warrant officer basic course within 2 years of appointment unless I have been pre-certified by the WOMOS proponent or unless extended by Headquarters, Department of the Army.
- COMMISSIONED OFFICERS ONLY: I certify that I am not currently selected for involuntary separation (Officer Separation Board, twice non-select for promotion)
- 4. FOR SISTER SERVICE APPLICANTS ONLY (Air Force, Coast Guard, Marines, Navy): I fully understand that if I am selected for the Warrant Officer Program, will be required to attend Army Dasic Training prior to attending Warrant Officer Candidate School off I have not successfully completed an Army Dasic Training, Warrior Trainition Course, Marine Basic Training, Air Force or Navy Special Operations Forces, or Air Force Security Police Training. This requirement applies to all raths for both active and reserve components.
- 5. LATIGO, BEANDING, AND BODY MUTHATION POLICY: Understand that, if I am selected for the Warrant Office Program, prior to straing the Warrant Office Canaldase School and prior to being appointed as a Warrant Officer, a determination will be made by the Commandant of the Warrant Officer career Gollege that I am in compliance with the Army's Tartoo, Branding, and Body Muthation Policy, I AW A R 7061.
- 6. I also understand that if I am eliminated from or fail to successfully complete the technical and tactical certification as specified above, I may be subject to discharge under regulations in effect at that time from the U.S. Army Reserves.

-Updated with mandatory
Commissioned Officers paragraph
-Do NOT remove tattoo paragraph

Self-Signed







































DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Prerequisite Waiver

Mitigating circumstances:

- (State the type of waiver you are requesting)
 Example: (1) Request an age waiver
- (2) Request an Active Federal Service Waiver
- (3) Request a prerequisite waiver (state the prerequisite(s) you wish to waive).
- 2. Anyone can request a prerequisite, AFS or age waiver, but not everyone will get them approved. Give a detailed explanation why you feel this waiver should be approved. Please note that waivers are approved only in unusual circumstances. Prerequisite waiver requests that do not give adequate justification, Le. unusual skills, unique talents, special circumstances, etc. will probably be disapproved. With AFS waivers (required if you have 12 or more years AFS) or age waivers (required if you will be 33 or older for aviators or 46 for technicians, by the convene date of the board) the same principle applies and requests must be fully justified. Adequate justification might be: unusual circumstances, deployed for past year and unable to submit a packet, unusual skills, or unique talents. Asking for these waivers just because they are a part of the application will not result in approval.

- 1). A separate waiver request must be submitted for each MOS that applicant does not meet the entire prerequisites for. Waiver should include why you feel that you should be accepted in the MOS without meeting all the requirements. Include any civilian experience, training or assignments that are similar to MOS you wish to apply for.
- 2). Make your request sound valid for instance, an applicant stating they couldn't apply for the last 12 years because they were deployed... That doesn't sound valid because no one has been away from their duty station continuously over the last 12 years. You would need to include why you couldn't or didn't apply in between deployments. Another example is a 13 year request stating "I've been deployed for the last year..." does not explain why you didn't apply in the years leading up to the deployment.
- 3). Waiver request will not appear before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may result in a denied request.
- 4). Writing skills count. A properly written request ultimately may effect the approval of the request. Board members may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

USAREC FL 168-1, 1 Dec 2007

DEPARTMENT OF THE ARMY



MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Moral Waiver

- 1. Nature of offense: Do not just list Article 92, Article 32, etc. Must request a moral waiver for any infractions listed on your enlistment contract.
- a. Date of offense: (Month and year)
- b. Place of offense: (City and State)
- c. Punishment imposed: (Fine amount, forfeiture amount, extra duty, letter of reprimand, etc.)
- 2. Mitigating circumstances:

*You will use this moral waiver request if you responded YES to block#26 on DA Form 61. If you responded NO, vou do not need a moral waiver.

Moral waiver is not required for traffic fines of \$250 or less. Do NOT include court cost).

- Mitigating circumstances surrounding the charge: Four points to address:
- (1) Explain the incident (what, where, when, how, etc..) (2) Accepting responsibility for your actions
- (3) The lessons learned
- (4) How you now contribute to your unit, community and military service.

- 1.) A separate moral waiver request must be submitted for each offense.
- 2.) Moral waiver request should give all the information possible related to the incident. Half answers and undisclosed information can cause a delay in processing. In some cases - the request will be returned to USAREC with a request for more information from applicant.
- 3.) This waiver request will not go before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may cause a returned request.
- Writing skills count. A properly written request may effect the approval of the request. HRC may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

SGT/E-5 111-22-3333

















V1.00























DEPARTMENT OF THE ARMY HEADQUARTERS, US ARMY RECRUITING COMMAND 1307 THIRD AVENUE FORT KNOX, KENTUCKY 40121-2725

- Memo required if applicant has tattoos below the wrist/above the collar (in short sleeve PT shirt) that are NOT documented correctly in **iPERMS**
- Tattoo iPERMS compliance verified by the applicant's S1 on the application checklist
- MUST be accompanied by separation board proceedings (IAW AR 670-1 Para. 3-3f) indication retained by Commander
- Sample memo located on downloads tab of Recruiting website

RCRO-SP-B

22 OCT 2014

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP, Fort Knox, Kentucky 40121-2725

SUBJECT: Waiver Request and Tattoo Policy Validation for SFC SMITH, Thomas T., xxx-xx-0000

- 1. In accordance with AR 670-1, Para. 3-3e (dated 10 APR 2015), a check for tattoos or brands above the neckline. below the wrists, and on the hands was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified
 - a. Head (including on/inside the evelids, mouth, and earsface): None
 - b. Above the Army (short sleeve) PT Shirt neck line: None
 - c. Hands (allowed one ring tattoo per hand IAW AR 670-1. Para 3-3c): None
 - d. Below the wrist bone:
 - (1) Right 2.0" x 2.0", family symbol "MS" with "J" one side and "T" on the
 - (2) Left 2" x 1", "Mickey Mouse"
- 2. SFC Smith is or is not in compliance with Tattoo, Branding, and Body Mutilation Policy, AR 670-1, Para. 3-3c
- 3. SFC Smith does or does not require a tattoo waiver for warrant officer appointment.
- 4. SFC Smith has completed administrative separation proceedings IAW AR 670-1, Para. 3-3f (2)c and was retained by the Commander.
- 5. SFC Smith has been counseled IAW AR 670-1, Para. 3-3h, that he/she is prohibited from obtaining new tattoos which are in violation of AR 670-1, Para. 3-3c.
- 6. SFC Smith has been counseled that if he/she obtains any new tattoos which are in violation of AR 670-1, Para. 3-3b-c, he/she could be removed for consideration for warrant officer appointment
- 7. Recommend approval or Recommend disapproval of SFC Smith's tattoo waiver request.
- 8. Point of contact for this action is the undersigned at 917-342-xxxx or je.jones.mil@mail.mil.

1. Photo, Right hand (Top)

2. Photo. Left hand (Top)

JAMES E. JONES LTC, AR Commanding

Requires signature of Commanders (O5 or above)



































er <u>Ser</u>

Memo required for ALL Sister Service applicants

- Commander (O-5 or above) will verify/document any extremist, indecent, sexist or racist tattoos anywhere on applicant's body (IAW AR 670-1. Para 3-3b)
- Commander (O-5 or above) will verify any tattoos below the wrist/above the collar (in Summer APFU) (IAW AR 670-1. Para 3-3c)
- If applicant does not have extremist, indecent, sexist or racist tattoos or tattoos below the wrist/above the collar (in Summer PT Shirt), the Commander will indicate "None" on lines 1.a. and 2.a though 2.d (respectively)
- Sample memo located on downloads tab of Recruiting website



Sister Service Unit Memorandum Letter head

22 OCT 2014

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP,

Fort Knox, Kentucky 40121-2725

SUBJECT: Tattoo Validation and Policy Waiver Validation for SFC SMITH, Thomas T., xxx-xx-0000

- A check for tattoos or brands on SFC Smith's entire body was conducted. The listing below identifies those
 tattoos or brands that could be percieved as prejudicial to good order and discipline (extremist, indecent, sexist,
 racist) in accordance with guidence provided in AR 670-1, Para. 3-3b (dated 10 APR 2015)
 - a. Chest
- (1) Left 4.0" x 3.0", "hand gun" with "bullet"; applicant states tattoo was obtained as symbol of preveious combat tour.
- In accordance with AR 670-1, Para. 3-3e (dated 10 APR 2015), a check for tattoos or brands above the neckline, below the wrists, and on the hands was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified.
 - a. Head (including on/inside the eyelids, mouth, and earsface): None
 - b. Above the Army (short sleeve) PT Shirt neck line: None
 - c. Hands (allowed one ring tattoo per hand IAW AR 670-1. Para 3-3c): None
 - d. Below the wrist bone:

(1) Right - 2.0" x 2.0", family symbol "MS" with "J" one side and "T" on the

(2) Left - 2" x 1", "Mickey Mouse"

- SFC Smith is or is not in compliance with Tattoo, Branding, and Body Mutilation Policy, AR 670-1, Para. 3-3b and 3-3c.
- 4. SFC Smith does or does not require a tattoo waiver for warrant officer appointment
- SFC Smith has been counseled that if he/she obtains any new tattoos, brands or mutilations which are in violation
 of AR 670-1, Para. 3-3b and 3-3c, he/she could be removed for consideration for warrant officer appointment.
- 6. Recommend approval or Recommend disapproval of SFC Smith's tattoo waiver request.
- Point of contact for this action is the undersigned at 917-342-xxxx or je jones.mil@mail.mil.

Encl:

Photo, Chest (Left)

2. Photo, Left hand (Top)

3. Photo, Right hand (Top)

RANK, Branch

Requires signature of Commanders (O5 or above)























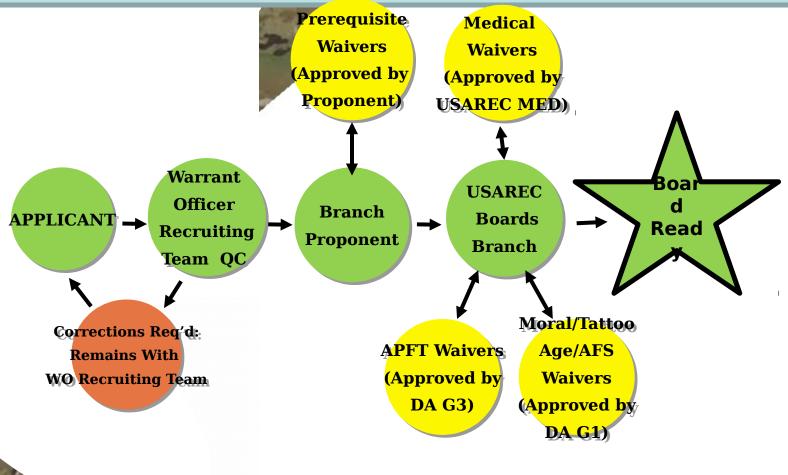












































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- Packet will be reviewed twice if 1st time FQ-NS
- Two Time Non-Select Must Wait 12 months from initial DA61 date
 - Waiverable by USAREC Boards Branch under special circumstances
- Board Results Released in MILPER message on HRC Website w/in approx. 3-4 business days (Announcement of MILPER made on W) FB Page)

Fully Qualified - Selected - Q-S
Fully Qualified - Non-select (First Board) - FQ-NS
Non Competitive - Non-select (Second Board) - NC-





















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- Selectees will attend Warrant Officer Candidate School (WOCS)
 - E5 graduated from BLC and E6 and above = 4 weeks and 4 days
 - E5 non-graduate from BLC and all E1 to E4 = 6 weeks and 4 days
 - Other services = 6 weeks and 4 days w/exceptions (Refer to SOU)
- TDY and return to unit upon graduation, then PCS to WOBC location
- WOCS and Flight School are located at Fort Rucker, Alabama
- Graduation = Conditional Promotion (Appointment to WO1)

Skill Enhancement

Leadership Potential
Self Discipline
Attention to Detail
Time Management

Professional Development

Leadership Communication Management Ethics

http://usawocc.army.



































- 0500 Wake Up
- 0530 First Formation
- 0530 0635 PT
- 0635 0730 Hygiene
- 0730 0815 Breakf
- 0815 1230 Acaden
- 1230 1330 Lunch
- 1330 1720 Acaden
- 1730 1820 Admin
- 1805 1900 Dinner
- 1900 2245 Candidate **Leadership Designs and Implements Schedule To**
- 2450 mplish Specified Tasks























vice

- ALL-Request REDD (GT Conversion)/Conditional Release (DD Form 368) via email to your regional recruiter (must include full SSN)
- USAF ONLY- Request LOI via encrypted email to your regional recruiter (include Full Name/Full SSN/Unit of Assignment/Grade/Official **Email**
- Questions pertaining to MOS conversion: Contact Proponent POC
- APFT must be graded by an Army SFC (E7) or above (inquire w/local **Army Recruiting Office for assistance)**
- Must submit tattoo validation memo (tattoo waiver request if applicable)









www.usarec.army.mil/warrant





























- Maintain situational awareness of the WO Website (Updated Often)
- Packet deadlines/extensions/cancelations are posted on website and WO FB Page
- Backwards plan for waiver requests
- Contact Proponent for assistance w/WO Prereqs or locating SWO to write LOR
- QC your own packet (S-1, WO, SR NCO, Officer, and Civilians)
- Follow submission procedures on the WO Website
- Remove certificates when emailing packet (Slows Processing)
- 153A Applicants Prepare for SIFT (Selection Instrument for Training)









www.usarec.army.mil/warrant





























If you have Suggestions, Questions, or Advice please e-mail the Warrant Officer Recruiting Team at

<u>usarmy.knox.usarec.mbx.9sbn-wo-team-questions@mail.mil</u>



"Warrant Officer Recruiting"

European and Southern Region WO Recruiter: CW3 Rich Brumfield Richard.d.Brumfield.mil@mail.mil







